



MISSION STATEMENT

Synergy Theatre Project, a registered charity (1088692), seeks to create ground breaking work which harnesses the energy, instincts and life experiences of those we work with – prisoners, ex-prisoners, young offenders and young people at risk of offending – gives them a voice and, in doing so, their dignity back. We want to inspire change by affecting feelings, attitudes and behaviour and to provide practical opportunities which build a bridge from prison to social reintegration. Our work is founded on the belief that theatre can be transformative and challenges perceptions of prisoners, young people and society, building a more positive future. Synergy is committed to artistic excellence, believing it to be an integral part of achieving this.

BACKGROUND INFORMATION

Synergy's work comprises the following strands of activity:

- Theatre productions performed by prisoners and ex-prisoners alongside professionals in prisons, theatres and schools;
- Synergy Studio, a theatre-based training programme for prisoners and ex-prisoners offering courses, work experience and progression routes;
- An education programme to engage young people including those at risk of offending and young offenders through high quality, theatre-based activities;
- A new writing programme to seek and develop voices from within the criminal justice system.

Synergy has a proven track record in delivering high quality and critically acclaimed work and has produced: 26 theatre productions including 10 touring productions for young people, a radio project, 30 projects for young people, 3 national prison scriptwriting competitions, 40 playwriting courses, 12 theatre-based courses, 50 rehearsed readings and a short film. Over 1,100 prisoners and ex-prisoners and 1,800 young people and young people at risk have participated in projects, reaching audiences over 27,000 including 15,000 young people. Synergy's work currently impacts approximately 120 prisoners and ex-prisoners, 380 young people at risk of offending and audiences of 3,500 per year.

Synergy's current partners include the Royal Court, Young Vic, Unicorn, Liverpool Everyman and Playhouse and New Wolsey Theatres, HMPs Brixton and Send, V&A Museum and Morley College, Islington Looked After Children, National Offender Management Service (NOMS) and schools, youth offending teams and pupil referral units across London. Our last four mainstream productions have played to sell-out audiences and received 4- and 5-star reviews across the national press. *Girls Like That*, by Evan Placey, won the 2015 Writers' Guild Award for Best Play for Young Audiences.

Synergy Studio – funded by National Lottery through the Big Lottery Fund – is Synergy's free theatre-based training programme for prisoners and ex-prisoners offering courses and bespoke projects, all led by industry professionals, which provide a combination of creative, practical and vocational skills. To date, we have collaborated with organisations including the Royal Court and Tricycle Theatres, V&A Museum and Morley College. The programme also offers information, advice and guidance on progression routes and facilitates educational, work placement and employment opportunities with partnering arts organisations. We also refer beneficiaries for additional support and further non-arts-based employment routes where appropriate through St Giles Trust and Crisis. Synergy Studio complements existing services and works with a range of partners including HMPS, NOMS, London Probation and resettlement organisations who identify and refer individuals and cohorts most in need of the interventions, creative participatory opportunities and the alternative routes to learning that we offer.

Synergy Studio offers prisoners and ex-prisoners access to high-quality arts-based learning through which they will develop new and transferable skills, extend social networks, receive progression advice and work placement opportunities – all contributing to helping ex-prisoners break the cycle of reoffending.

Harnessing the success of the programme to date, Synergy is looking to contract an Arts Training and Progression Manager to manage and develop the programme including overseeing the training and delivery of Synergy Studio, introduce and administer course accreditation, broker partnerships for employment opportunities and support beneficiaries with Information, Advice and Guidance.

For further information about the company's work visit: www.synergytheatreproject.co.uk

JOB DESCRIPTION

Post: Arts Training and Progression Manager

Reporting to: Education Manager

Main purpose and scope of the post:

The Arts Training and Progression Manager will manage Synergy Studio, our theatre-based training programme for prisoners and ex-prisoners, deliver a range of activity and develop ongoing provision for the future.

Principal duties: To lead on Synergy Studio and develop a range of accredited courses and manage work placements and exit strategies for prisoners and ex-prisoners.

Principal duties

- Develop a programme of theatre based training
- Research and develop external training and work experience opportunities and exit strategies for ex-prisoners beyond Synergy
- Liaise with existing partners and developing new relationships with theatres, cultural institutions, arts organisations and Further Education colleges to extend delivery of the programme of activity, community engagement, job brokerage and work placements
- Oversee induction, support, mentoring and exit strategy of ex-prisoners
- Commission and implement longitudinal evaluation
- Monitor and evaluate all data collected on behalf of the project and creating proposals to implement new strategies
- Work in consultation with prison estate and London Probation and other referring agencies to identify ex-prisoners and prisoners with a need for practical theatre based training and tailored progression
- Identify and contract industry professionals, project teams and facilitators
- Develop training packs and resources
- Implement and oversee exams and assessments for accredited learning
- Process DBS checks of contracted teams and implementing vulnerable adult protection policies and procedures
- Oversee marketing and press for projects
- Liaise and report to project funders and partners
- Line manage Synergy Studio Assistant
- Work within project budgets set by the company and to comply with Synergy's financial procedures
- Research and secure funds for development of ongoing programme of courses and projects
- Represent Synergy within local, regional and national arts and education and sectors
- Undertake any other duties as may reasonably be required

PERSON SPECIFICATION

Essential

- Experience of managing a range of creative learning courses (ideally 5 years)
- Strong interest in and understanding of the role of theatre in learning and the community and/or arts in the criminal justice system
- Previous IAG experience or working within Employability Advisory roles (or similar) with a good track record of helping people into employment
- Good knowledge of the formal and informal further education sectors with experience of working with examination centres
- Highly organised and self-motivated with excellent project management skills
- Proven fundraising skills
- Excellent communication skills, both written and oral, and ability to build relationships with a range of partners
- Ability to manage client groups with tact and skill

Desirable

- Understanding of current legislation regarding protection of vulnerable adults involved in arts activities
- PTLLS / IAG qualification/Educated to degree level similar
- Experience of employer engagement
- A good knowledge of the Apprenticeship framework
- Experience of working in FE using a multi-agency approach
- Experience of using digital media

Terms of employment

- Contract: Fixed term 5 year contract with a view to extension, subject to funding. Subject to a three-month probationary period
- Salary: £32,000
- Holiday: 25 days
- Hours: 40 per week
- The post will be offered subject to a satisfactory Enhanced DBS Disclosure.

Application procedure

To apply, please download and complete the application form and email to info@synergytheatreproject.co.uk with 'Arts Training and Progression Manager application' in the subject field. CVs will not be considered.

Or post to:

'Arts Training and Progression Manager' application
Synergy Theatre Project
8 St. Thomas Street
London SE1 9RR

Closing date for applications:

10am Friday 26 June 2015

Interviews will be held:

Week commencing 29 June 2015